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DIRECTOR OF NATIONAL INTELLIGENCE
WASHINGTON, DC

Director's Statement on Equal Employment Opportunity

Over the last nearly 60 years, we have made significant strides toward eliminating discrimination in the workplace. For example, the Equal Pay Act of 1963 prohibits employers from paying different wages to men and women for performing equal work in the same workplace. The Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, sex, national origin, and religion. The Age Discrimination in Employment Act of 1967 prohibits discrimination on the basis of age, and the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the Americans with Disabilities Amendments Act of 2008, all prohibit discrimination on the basis of disability. More recently, the Genetic Information Nondiscrimination Act of 2008 prohibits discrimination on the basis of genetic information. These and other critical instruments represent important guarantees designed to ensure everyone gets a chance to compete and succeed on a fair and level playing field in the workplace, which is a principle to which our senior leadership at the Office of the Director of National Intelligence (ODNI) is fundamentally committed.

In accordance with federal laws and regulations, the ODNI must ensure equal employment opportunity for all employees and applicants for employment, regardless of their race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 and over), mental or physical disability, and genetic information. Additionally, in accordance with Executive Order 13152, it is ODNI policy to safeguard against discrimination and harassment based on parental status. Furthermore, federal laws and ODNI policies prohibit retaliation for participating in the equal employment opportunity (EEO) process, reporting discrimination and harassment, providing information related to such complaints, and other protected activities opposing employment discrimination.

Workplace harassment will not be tolerated, and it is imperative that we correct all harassing conduct before it becomes severe or pervasive. Personnel who experience or witness discrimination, harassment, bullying, or other adverse personal treatment should report such behavior to a manager or supervisor, the Employee Management Relations Officer (EMRO), Office of the Ombudsman, or the ODNI Office of Equal Employment Opportunity (OEEO). Managers and supervisors must inform OEEO before any corrective action is taken in response to an allegation of either discrimination or unlawful harassment. To seek redress for discrimination, aggrieved individuals are required to report potential violations of these laws and policies to OEEO within 45 calendar days of experiencing conduct believed to be discriminatory. ODNI encourages all employees to exercise their rights under all anti-discrimination protections; therefore, reprisal against anyone who engages in protected activity will not be tolerated.

Although progress has been made, discrimination in the workplace has not been eradicated. All of us bear some measure of responsibility to promote equality of opportunity in the workplace and to protect our advancements in diversity, equity, inclusion, and accessibility. We must integrate transparent and equitable employment initiatives and best practices into all personnel/employment programs, management practices, and decisions, including, but not

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limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation. To this end, I expect leaders with the authority to take, recommend, or approve personnel actions to partner with diversity and EEO professionals to identify and remove any institutional, attitudinal, and physical barriers to equal opportunity found within the workplace. We want our workforce to be empowered and encouraged to stand out for thinking differently, and rewarded for leveraging their unique experiences to solve the Nation's toughest intelligence problems.

We will, over time, improve, evaluate, and learn from our workforce engagements and employment practices to build upon our progress in fostering a diverse and inclusive workplace at the ODNI that ensures everyone gets a fair chance to succeed, making us the best intelligence community we can be. Thanks so much to all of you for helping us improve.



Avril D. Haines

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Date

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